DOCUMENT RESUME

ED 184 631 JC 800 186

AUTHOR	Phair, Tom S.
TITLE	A Study by Subject and Reasons Why Full-Time Certificated Staff and Faculty Separated from Employment in the Public Community Colleges of California from 1978 to October 1979.
INSTITUTION	California Univ., Berkeley.
SPONS AGENCY	Bay Area School Personnel Assoc. Calif.; California Community and Junior Coll. Association, Sacramento.; California Educational Placement Association.; Phi Delta Kappa, Berkeley, Calif.
PUB DATE	79
NOTE	10p.; Research prepared at the Career Planning and Placement Center.
EDRS PRICE	MF01/PC01 Plus Postage.
DESCRIPTORS	Administrators; College Faculty; *Community Colleges; Departments; Employment Practices; Faculty Mobility; *Full Time Faculty; Intellectual Disciplines; *Personnel Policy; *Reduction in Force; *Retirement; Retrenchment; Teacher Morale; Teacher Retirement; Teaching Conditions; Two Year Colleges
IDENTIFIERS	*California; *Proposition 13 (California 1978)

ABSTRACT

Using personnel data from 106 California community colleges (CCC) and through interviews with officials of 25 representative community college districts, a study was conducted to determine: (1) the total number of certified full-time staff and faculty who separated from employment after the passage of Proposition 13; (2) the subject fields or staff positions in which these persons worked: and (3) their reasons for leaving. Selected findings indicate that 1,514 (11.85%) of CCC's full-time staff and faculty separated from employment between June 1978 and October 1979 and that personnel in administration, language arts, and nursing were affected the most. The most common reasons for separation were early retirement with benefits, acceptance of employment in business and industry, and retirement at age 65 or older. Of special interest is the fact that the number of personnel retiring at age 65 (N=227) is exactly the same as the 1978-79 projected estimate determined in a pre-Proposition 13 study of CCC faculty and staff. Additional findings, however, indicate that while Proposition 13 may not have had a substantial effect on retirement, it has resulted in a reluctance on the part of community colleges to hire replacements for those persons separating after its passage. The study report includes data tables which group the 1,514 separations by field and by 18 different reasons for leaving. (JP)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

CAREER PLANNING AND PLACEMENT CENTER
111 Wheeler Hall
Building T-6
University of California
Berkeley, CA 94720
(415) 642-1716
(415) 642-5966

ED184631

A STUDY BY SUBJECT AND REASONS WHY FULL-TIME CERTIFICATED STAFF AND FACULTY SEPARATED FROM EMPLOYMENT IN THE PUBLIC COMMUNITY COLLEGES OF CALIFORNIA FROM 1978 TO OCTOBER 1979

by

Tom S. Phair

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY
Tom S. Phair

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
NATIONAL INSTITUTE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

JC 800 186

California Community and Junior College Association

CALIFORNIA COMMUNITY AND JUNIOR COLLEGE ASSOCIATION
2017 "O" Street • Sacramento, California 95814 • (916) 444-8641 • Executive Director, Lloyd E. Messersmith

March 26, 1980

During a ten-year period (1967-1977), the Association produced annual data relative to newly employed full-time staff members in the community colleges of California. This study, conducted annually by Dr. Tom S. Phair of the University of California, Berkeley, was terminated in 1978 after the passage of Proposition 13. Following the passage of that proposition, questions arose relative to retention and/or replacement of full-time faculty in California community colleges.

The attached report is a compilation of data in this regard as developed by Dr. Phair. The study was conducted in the fall of 1979 by Dr. Phair in an effort to understand the ramifications of the present funding scheme as it relates to the full-time staffing patterns of the public community colleges of the state.

We hope that you will find the study results interesting and of some assistance to you within your institution. Comments and suggestions are welcomed as usual and should be addressed to the consultant, Dr. Tom S. Phair, who is the author of the study. He can be contacted as follows:

Dr. Tom S. Phair
Coordinator, Research
Career Planning and Placement Center
University of California
Berkeley, California 94720

Sincerely,

Lloyd E. Messersmith
Executive Director

LEM:sew

President
Basil Clark
President, Board of Trustees
Los Rios Community College District

Vice President
John C. Petersen
Superintendent and President
Cabrillo College

Vice President
Margaret Buckley
Director of Health Services
Bakersfield College

Vice President
Daniel D. Driscoll
Student
Orange Coast College

Past President
William S. Jones
History and Political Science Instructor
Mt. San Jacinto College

A Study, by subject field and reasons why full-time certificated staff and faculty separated from employment in the public community colleges of California from June 1978 to October 1979.

FOREWARD

In California, following the Jarvis-Gann proposition 13 passage in June 1978, questions arose as to the retention or replacement of certificated full-time staff and faculty in public community colleges in California.

In 1977 the California Community and Junior College Association (CCJCA), California Educational Placement Association (CEPA), Bay Area School Personnel Association (BASPA), and the University of California , Berkeley chapter of Phi Delta Kappa (PDK), commissioned a joint study by Dr. Tom S. Phair, Field Service Center, School of Education, University of California, Berkeley. This study projected the retirements at age 65 of certificated staff and faculty in California public community colleges for the years 1977 to 1982. This study indicated a retirement rate of 125-265 for the projected years.[1]

After the June, 1978 passage of Proposition 13, which limited the amount of funds available for local and state functions, including education, these same agencies asked the following questions:

1. What effect will passage of Proposition 13 have on the retention, separation and replacement of certificated staff and faculty in California public community colleges for the foreseeable future?

2. In what subject fields or staff positions and for what reasons have certificated full-time staff and faculty separated from employment in the 106 public community colleges of California for the period June 1978 to October 1979? (post Proposition 13).

---

1. Field Service Leaflet No. 1, Demographic Age Study of Certificated Employees in California Public Community Colleges, Field Service Center, Sch. of Ed., UC Berkeley, November, 1977.

Methodology

In August, 1979, a survey request was sent to the Superintendents of the 70 California public community college districts (106 colleges). All districts were asked to supply the total number of full-time certificated staff and faculty who separated, for whatever reason, from employment. Full-time employment was defined, as at least, a 2/3 load with benefits.

Between August 1979 and February 1980, 25 selected college officials were interviewed by Dr. Phair, in detail, as to the specific assignment and reason for separation between June 1978 and October 1979. These colleges were selected so as to provide a balance of data between inner-city, suburban and rural colleges in public California community colleges. Using the total numbers provided by all of the college districts (70), a projection was made from the detailed data collected from the selected 25 colleges.

The analysis includes complementary data from the 10 year longitudinal study (1967-1977) by Dr. Phair for CCJCA on the Subject Field and Characteristics of Full-Time Staff and Faculty Newly Employed In The Public Community Colleges of California. [2]

In the academic year 1976-77, the California community colleges reported that they hired 1490 new full-time staff and faculty.[2] It is estimated from a projection of the demographic age study[1] that 100 of these were replacements for retiring staff and faculty reaching age 65. The impact of Proposition 13 left the replacement of these staff and faculty in considerable doubt. An indication of this reluctance to hire is reflected in the considerable drop (80%) in the number of job vacancies for certificated staff and faculty for community colleges by the Career Planning and Placement Center, University of California, Berkeley, from June 1978 on.[3]

One thousand five hundred and fourteen (1514) full-time staff and faculty were identified as separating from employment between June 1978 and October 1979 in the 106 public community colleges of California. These employees were all certificated or credentialized by the State of California and all were employed on at least a 2/3 load (9 or more class contact hours per week for instructors).

There were a total of 17,036 staff and faculty in the 70 public community college districts of California in 1978, and 23,721 part-time faculty.[4] By October 1979, 11.85% of the full-time staff and faculty

2. Staffing Pattern In Public California Community Colleges, A 1976-77 Overview, California Community and Junior College Association, Sacramento, CA February, 1977.
3. Statistical Report of Listed Vacancies by Academic Subject Fields for 1979 at California Public Community Colleges, prepared by T. Phair, Coordinator, Research, Career Planning and Placement Center, University of California, Berkeley, Dec., 1979.
4. 1979 Community Junior and Technical College Directory, Table III, AACJC, Washington D.C.

(1514) had left employment with the California community colleges for eighteen different reasons.

Groupings of these 1514 separations was done by subject field or staff position, and by the reason stated for separation, resignation or retirement. These are shown in the data distribution.

In listing the subject fields or staff position reported by the 25 colleges during the interviews, some consolidation was done to reduce the number of subject field areas from the 79 areas for credential purposes to a manageable 38. This enables the recording of a subject field, such as Industrial Arts, to be grouped together with such fields as welding and electronics.

The reasons given (18) by the 25 colleges interviewed for separation from employment were developed by Dr. Phair on interviewing at five pilot study colleges in July 1978. They compiled a list of 18 different reasons for separation and these were accepted as valid by the other 20 colleges interviewed in depth.

Analysis

Looking at the top two categories in both subject field or staff position areas, and reasons for separation, it is evident that there are more administrators retiring than any other group. On the projection this means there were 257 administrators who were separated from their employment as administrators in the 106 public community colleges for 1978-79 in California. This compares favorably with the earlier demographic age study (see footnote 1) when 85 administrators were shown to be reaching age 65 between 1978 and 1982. Add to this, administrators taking early retirement, with or without benefits (16 at the 25 colleges who were interviewed by Dr. Phair for the 1978-79 period) and 23 who left for other reasons, the projected 257 for 106 colleges seems reasonable. The interviews conducted at the colleges for this study on separations clearly show that administrators tend to be 5-8 years older than instructors. It, therefore, can be projected that the peak of retirements for instructors and councilors may come around 1985. This will be more true at the older colleges, such as Ventura, founded in 1925, than for the newer colleges with younger staffs, such as College of the Canyons, founded in 1969.

The individual interview data from the administrators at the selected 25 colleges indicates some apprehension as to the future for employment opportunities for new staff and faculty at California community colleges. How much restraint on budgets is due to the effects of Proposition 13 it is difficult to assess, but certainly it is a factor in the reluctance to hire replacements for those persons separating employment after June 1978. According to data collected by Career Planning and Placement Center, University of California, Berkeley, job vacancy notices received from California public community colleges are appearing only in vocational-technical subject field areas and for "soft-money," special education and service areas funded with outside money. Most job descriptions show a sharp increase in the number of duties and or subjects required of the applicants. In all other areas where there have been separation of personnel, the colleges have turned to a combination of consolidation of duties, increase in class sizes

Data Distribution

TABLE 1

Subject Fields	Number of Individuals in descending numerical order at the 25 colleges interviewed Who were Separated from employment, June 1978-October 1979	Percentage of the total for 25 colleges	Projection of the % to 106 colleges expressed as total numbers in the subject field.
Administration	50	17	257
Language Arts	32	11	167
Nursing	22	7	106
Industrial Arts	17	6	91
Social Sciences	16	5	76
Counselors	14	5	76
Art	12	4	61
Business	12	4	61
Physical Education	11	4	61
Math	11	4	61
Health Services	10	3	45
Nursery School	7	2	31
Music	6	2	30
Foreign Languages	6	2	30
Life Sciences	6	2	30
Communications	5	2	30
Police Science	5	2	30
Special Education	5	2	30
Theatre Arts	5	2	30
Accounting	4	1	15
Chemistry	4	1	15
Computer Science	4	1	15
Psychology	4	1	15
Cosmotology	3	1	15
Library Science	3	1	15
Physics	3	1	15
Ornamental Horticulture	2	<1	14
Earth Sciences	2	<1	13
Consumer Education	2	<1	12
Architecture	2	<1	12
Anthropology	2	<1	10
Agriculture	1	<1	10
Aeronautics	1	<1	8
Basic Education	1	<1	8
Engineering	1	<1	6
Fire Science	1	<1	6
Office Services	1	<1	4
Philosophy	1	<1	4
Total employees separated at 25 colleges	294	100% Total percentage of separations at 25 colleges	1514 Total employees separated in 106 colleges reported by the 70 colleges districts

Data Distribution

TABLE 2

Reasons for separation at 25 Colleges	Number of employees in this category	Percentage of the 294 employees at 25 colleges	Projection of the % from 25 colleges to 106 colleges; Number of employees in this category
1. Early retirement with benefits (age 55-65 with at least 5 years paid into retirement fund).	59	20	303
2. Accepted employment outside of education in business, industry or government.	44	15	227
3. Retirement at age 65 or older with full benefits.	43	15	227
4. Accepted employment at another educational level.	29	10	151
5. Resignation of early retirement without benefits.	18	6	91
6. For reasons of health	13	4	61
7. For personal reasons	13	4	61
8. Moved away	11	4	61
9. Subject field discontinued, no other position available.	11	4	61
10. Death of employee	9	3	45
11. Return to classroom (Administrators).	9	3	45
12. Resignation under pressure because of personal problems.	8	3	45
13. Resignation because of other vocation interests.	8	3	45
14. Subject field discontinued, resignation of employee.	7	2	30
15. Resignation for family reasons.	6	2	30
16. Married and moved away.	3	1	15
17. Probationary contract not renewed.	2	< 1	9
18. Resignation to travel	1	< 1	7
Total employees separated at 25 colleges.	294	100% Total percentage of separations at 25 colleges.	1514 Total employees separated in 106 colleges, reported by the 70 college districts

and overloads for the remaining staff and faculty. This may account for some of the dissatisfaction and subsequent separation of employment. There has been an increased use of part-time faculty in day programs and the teaching to extended day classes by full-time faculty. The net result has been an overall reduction of part-time faculty from 27,000 plus to 22,000 statewide. There is evidence that the scope of community service programs, student services and institutional research has been cut. The limit of this belt-tightening would appear to be reached by 1981-82, providing, further restrictive legislation is not passed. Although budgets may be further cut and funds for the replacement of separated personnel may be limited, an estimated 265 staff and faculty will still be retiring at age 65 in 1981-82, if not earlier. Add to this the inevitability of personnel leaving employment for any of the other 15 reasons, and it can be concluded that at some point in time, replacements will most certainly need to be employed, even in administrative and academic subject field areas.

The considerable number of persons accepting employment or reemployment in business, industry and government (227) is an indication of other than budgetary limitation brought on by Proposition 13. Related areas of discontent include the pressures of inflation, lack of substantive cost-of-living wage increases, and the prospect of tuition which could cut student enrollments, and thus incur further cuts in programs and services. As one college president said in his parting remark to the interviewer, "Our staff and faculty are reasonably dissatisfied!"

Statewide full-time enrollment total for California community colleges shows a 1% increase, but this is not uniform throughout the state (See Table II, footnote 4). Large inner-city community colleges with enrollments of 15-30,000 students in the San Francisco and Los Angeles areas have seen an increase in the number of separations for all of the 18 reasons. In the smaller and newer colleges, initially staffed from 1971-79, separations tended to be lower. Growth counties such as San Diego, Orange, and Santa Clara still show an increase in enrollments and a lower level of separations. These areas tend to be in better financial shape with their historical higher assessed property evaluations and seem to have a greater holding power over their certificated staff and faculty.

CONCLUSIONS

1. California public community colleges experienced a separation rate of 11.85% from June 1978 to October 1979 from among its full-time certificated staff and faculty following, the June 1978 enactment of Proposition 13. This is a first time study and lacks comparative data from previous years. Since the staff and faculty studied are competitively selected from a trained and/or professionally experienced segment of the population, the 11.85% separation rate seems appropriately low when compared with a typical total county employee turnover rate of 22.5% annually.[5]

---

5. Alameda County, 1979.

2. It would appear that the effect of Proposition 13 on the staffing of certificated full-time employees in California public community colleges is both direct and indirect. The reduction of budgets has resulted in reduced programs and services. Where attrition has occurred, the first consideration has been to consider, "no replacement". For the present, the philosophy seems to be, "Nobody is getting fired, but nobody is getting hired", except in specialized areas.

3. As a group, administrators lead in the number of employees separated during the period studied. In the detailed interviews it became apparent that, as a group, they were the most discontented with the current community college scene. This is reflected in administrators leading those separated for retirements at 65 or earlier, with or without benefits. It is of interest to note that the projected figure of 227 separations in the 106 colleges for retirements in 1978-79 coincides exactly with the 227 projected in the 1977 study of staff and faculty who would reach age 65 in 1979-80. Finally, the strong preference for alternative positions secured with business, industry and government tends to show some discontent with the prospects for a future in community college employment.

4. At this time, February 1980, it is estimated that the California public community colleges will return to staff replacements of about half of the 1490 they employed before Proposition 13 (June, 1978). Barring the enactment of Proposition 9 (Jarvis II) by the California electorate in June 1980, these replacements, including newly funded positions, could start in 1981-82.

Tom S. Phair, Ed. D.
Coordinator, Research
CPPC, Univ. of California,
Berkeley
January, 1980

UNIVERSITY OF CALIFORNIA
ERIC CLEARINGHOUSE FOR
JUNIOR COLLEGES
96 POWELL LIBRARY BUILDING
LOS ANGELES, CALIFORNIA 90024
EE 36

MAY 23 1980